



Summary Chart on Federal and Wisconsin FMLA for General City of Milwaukee Employees



FMLA LEAVE TYPE	STATE Eligibility: 1,000 <u>paid</u> hours in the calendar year and for at least 52 consecutive weeks	FEDERAL Eligibility: 1,250 hours <u>worked</u> in prior 12 months and for at least 12 months	PAID LEAVE SUBSTITUTION ALLOWED WITH FMLA	NOTES
SHC - Self	2 weeks paid or unpaid	12 weeks paid before unpaid	STATE: sick leave, compensatory time, or vacation FEDERAL: sick leave, compensatory time or vacation	SHC: Serious Health Condition <i>FMLA under state and federal run concurrently; 12 week maximum FMLA for all entitlements combined.</i>
SHC - Family member including spouse, domestic partner* , child, parent, parent-in-law or parent of domestic partner*	2 weeks paid or unpaid		STATE: sick leave, compensatory time, or vacation	SHC: Serious Health Condition *Domestic Partner: as defined in section 40.02(21c) or section 770.01(1) of the Wisconsin Statutes <i>FMLA under state and federal run concurrently; 12 week maximum FMLA for all entitlements combined.</i>
SHC - Family member including spouse, parent, child or child of domestic partner		12 weeks paid before unpaid	FEDERAL: compensatory time or vacation	SHC: Serious Health Condition <i>FMLA under state and federal run concurrently; maximum FMLA for all entitlements combined is 12 weeks.</i>
Birth/placement for adoption	6 weeks paid or unpaid	12 weeks paid before unpaid	STATE: sick leave, compensatory time, or vacation FEDERAL: compensatory time or vacation	STATE: commence within 16 weeks of birth/placement FEDERAL: commence within 1 year of birth/placement <i>FMLA under state and federal run concurrently; 12 week maximum FMLA for all entitlements combined.</i>
Foster Care	<i>No provision.</i>	12 weeks paid before unpaid	FEDERAL: compensatory time or vacation	FMLA must commence within 12 months of placement for foster care <i>FMLA under state and federal run concurrently; 12 week maximum FMLA for all entitlements combined.</i>
Intermittent	Permitted for all types of family and medical leaves	Permitted for SHC; not permitted for birth/adoption unless employer agrees		Manager may request updated certification intermittently, but at least annually.

NOTES:

Paid Leave: Employee may choose whether to substitute paid or unpaid FMLA under state; employee must substitute paid leave when utilizing federal FMLA before going unpaid.

Employee may choose which source of allowed paid leave to apply for substitution when utilizing the FMLA benefit.

FMLA under state and federal run concurrently; 12 week maximum FMLA for all entitlements combined.

Medical Certification for chronic conditions should be updated each calendar year.